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COLLECTIVE AGREEMENT SURVEY 1969

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IN NOVA SCOTIA HOSPITALS

ECONOMICS AND RESEARCH DIVISION
NOVA SCOTIA DEPARTMENT OF LABOUR

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COLLECTIVE AGREEMENT SURVEY

IN

NOVA SCOTIA HOSPITALS

ECONOMICS AND RESEARCH DIVISION

NOVA SCOTIA DEPARTMENT OF LABOUR

HALIFAX, NOVA SCOTIA

HON. THOMAS J. McKEOUGH, M.D.
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

PREFACE

The role of research in the area of industrial relations has taken on new dimensions in the past decade. The "Report on the Task Force on Labour Relations", published in the past few months has attached new significance to this relatively new frontier. The needs of labour and management negotiaors as well as government conciliators and legislators have prompted the researcher to provide current and meaningful statistics.

With this in mind, the Economics and Research Division of the Nova Scotia Department of Labour has over the past years attempted to fill this void. Several studies have been published and others are in the planning stages. Specialized studies dealing with the analysis of collective agreements in specific industries have been undertaken as well as studies of a more general nature.

This particular publication analyzes the provisions of collective agreements in the unionized hospitals in Nova Scotia. Current information is provided on working conditions, fringe benefits and wages. A similar study conducted in 1966 by the Economics and Research Division of the Nova Scotia Department of Labour is also utilized. Such historical comparisons tend to serve as an indicator of patterns which have emerged on the collective bargaining scene.

Jean Dobson
Director

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1969 -

INTRODUCTION

Of the approximately 5,500[1] unionized employees in the Service Industry in Nova Scotia, 1,700 are estimated to be hospital workers. This Survey covers 1,143 of these employees or 67 percent of the total.

The provisions of five hospital agreements were not included because negotiations were in progress at the established cut-off date of January 1, 1969. Also, two additional agreements were excluded since only the maintenance crews were covered.

The first section of the Study presents current statistics while the second deals with historical comparisons. One major modification in the 1969 data is the inclusion of the number of employees affected under the provisions of each of the agreements. This will in effect give greater statistical accuracy to the analysis of the data.

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[1]Economics and Research Division, Nova Scotia Department of Labour, "Labour Organization in Nova Scotia", Fall, 1969.

HIGHLIGHTS

1966 - 1969

Term of Agreement

The trend to a shorter contract period was evident in the 1969 Survey. Three years ago, nearly 80 percent called for a three year agreement while presently all the agreements analyzed were for two years duration or less.

Security Provision

Nearly a 30 percent increase was found in the incidence of agreements calling for union shops. Together the union shop and rand formula type of union security continued to be the most dominant.

Check-Off

Over 80 percent of all employees were obligated to pay union dues or their equivalent as witnessed in both the 1966 and 1969 surveys.

Seniority Recognition

The length of an employee's service, other things being equal, was considered in either promotions; layoff and rehiring; or layoff, promotions and rehiring. The latter two cases accounting for 90 percent in both survey years.

Permanent Employee Qualification

The length of time prior to an employee gaining permanent employee status and the benefits thereto have been reduced substantially over the past few years. According to 1966 data, over 50 percent of the agreements called for four months probationary period, whereas presently nearly the same number require only two months.

Mode of Presentation

The spoken word continued to be the most prevelant manner of initiating a grievance in both survey years.

Time Limit to Initiate Grievance

Nearly half of the agreements continued to specify a maximum of 40 hours as the period in which an employee had to make his grievance known.

Application of Work Week

A five day work week consecutive where possible with two days off remained prevelant although declining from over 70 percent of the agreements in 1966 to less than 50 percent in 1969.

Overtime Rates

Changes in overtime rates of pay after daily or weekly hours, on Saturday and Sunday were very slight over the two survey periods. Time and one-half the employee's regular rate held for over 80 percent of the agreements analyzed in both years.

Requirements for Paid Statutory Holidays

The majority of contracts required the employee to work the normal shifts prior to and following the statutory holiday in order to qualify for receiving pay for the holiday.

Paid Statutory Holidays

The number of agreements providing for ten paid holidays increased substantially from 40 percent in 1966 to over 90 percent in 1969.

Pay Rates for Holidays Worked

The premium rate paid for work performed on a statutory holiday continued to be either double time or another day off in lieu.

Provision for Paid Holidays During Vacation

The number of agreements providing for either another day's vacation or an extra day's pay for a paid holiday falling during an employee's vacation period increased from 40 percent to over 60 percent.

Paid Vacations

Minor changes were recorded in the length of vacation time with three weeks being the maximum length.

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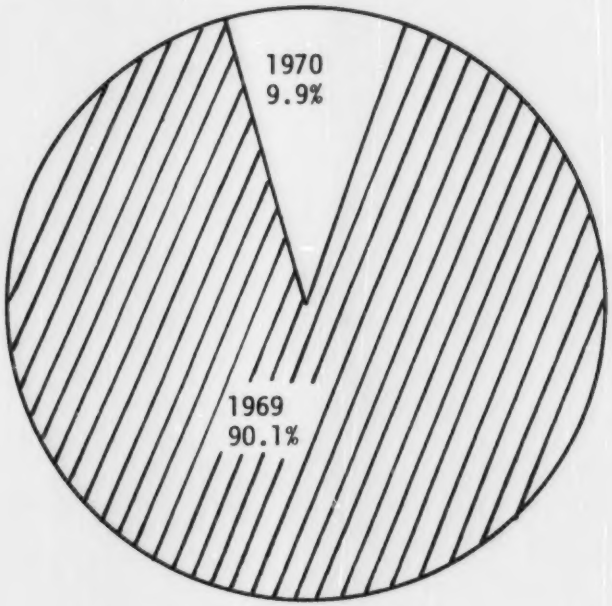
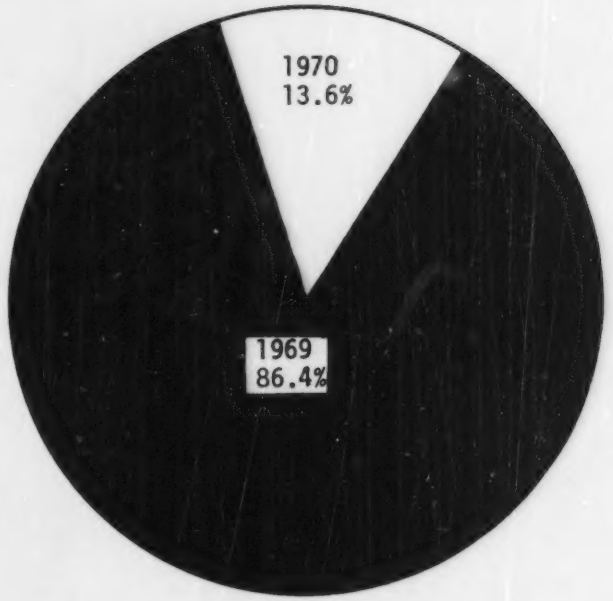
PERCENTAGE DISTRIBUTION OF AGREEMENTS AND EMPLOYEES COVERED
BY YEAR OF EXPIRY



BY AGREEMENTS



BY EMPLOYEES

CHART 1: Term of Agreement

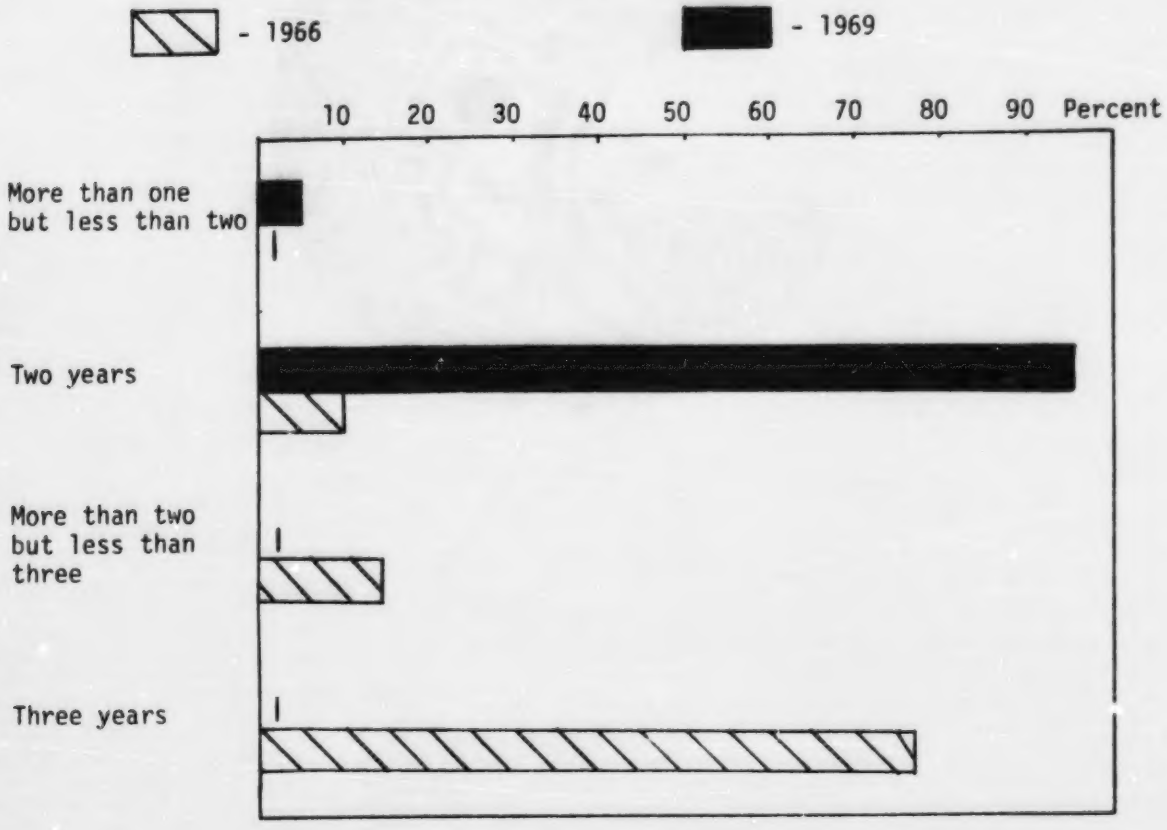


CHART 2: Security Provision

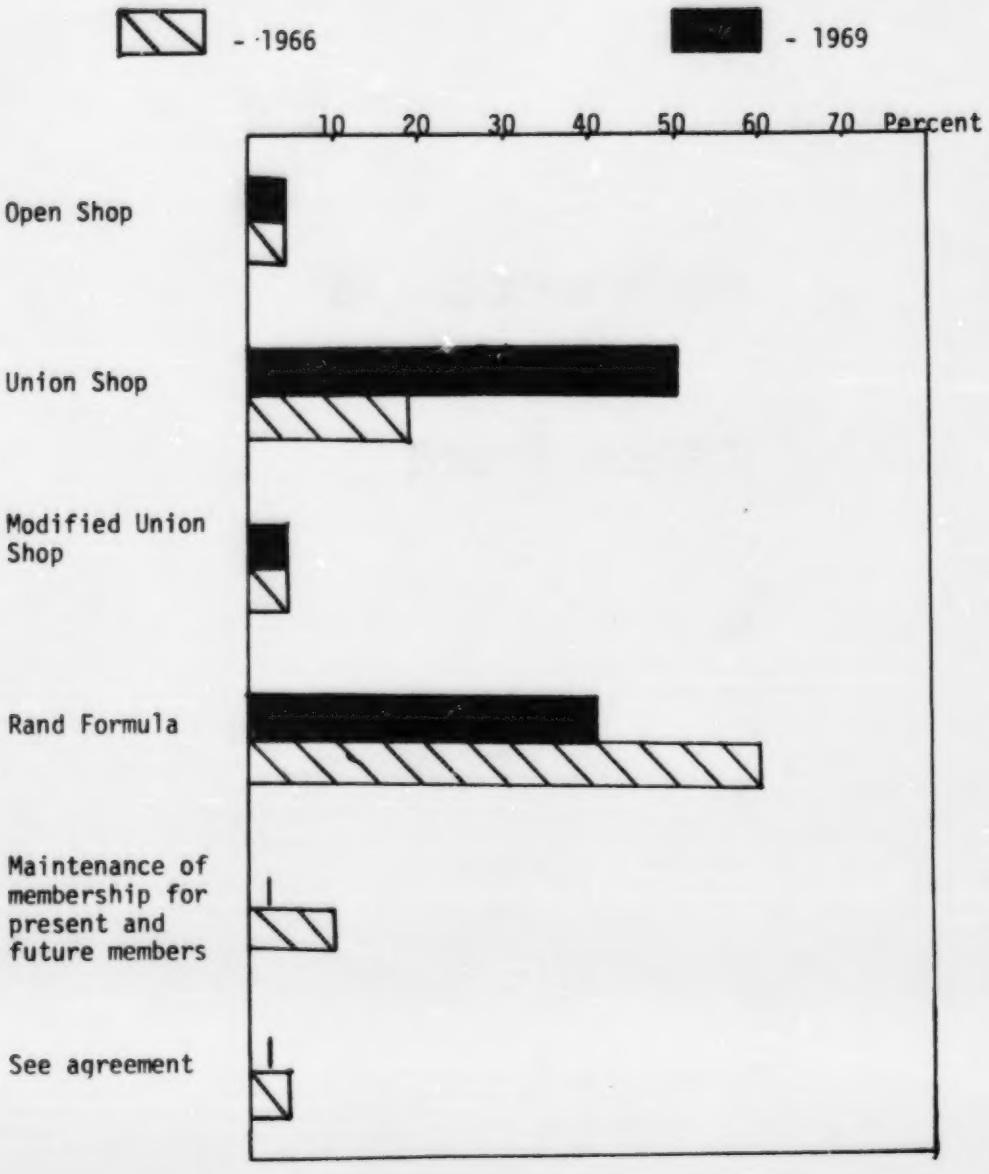


CHART 3: Check-Off

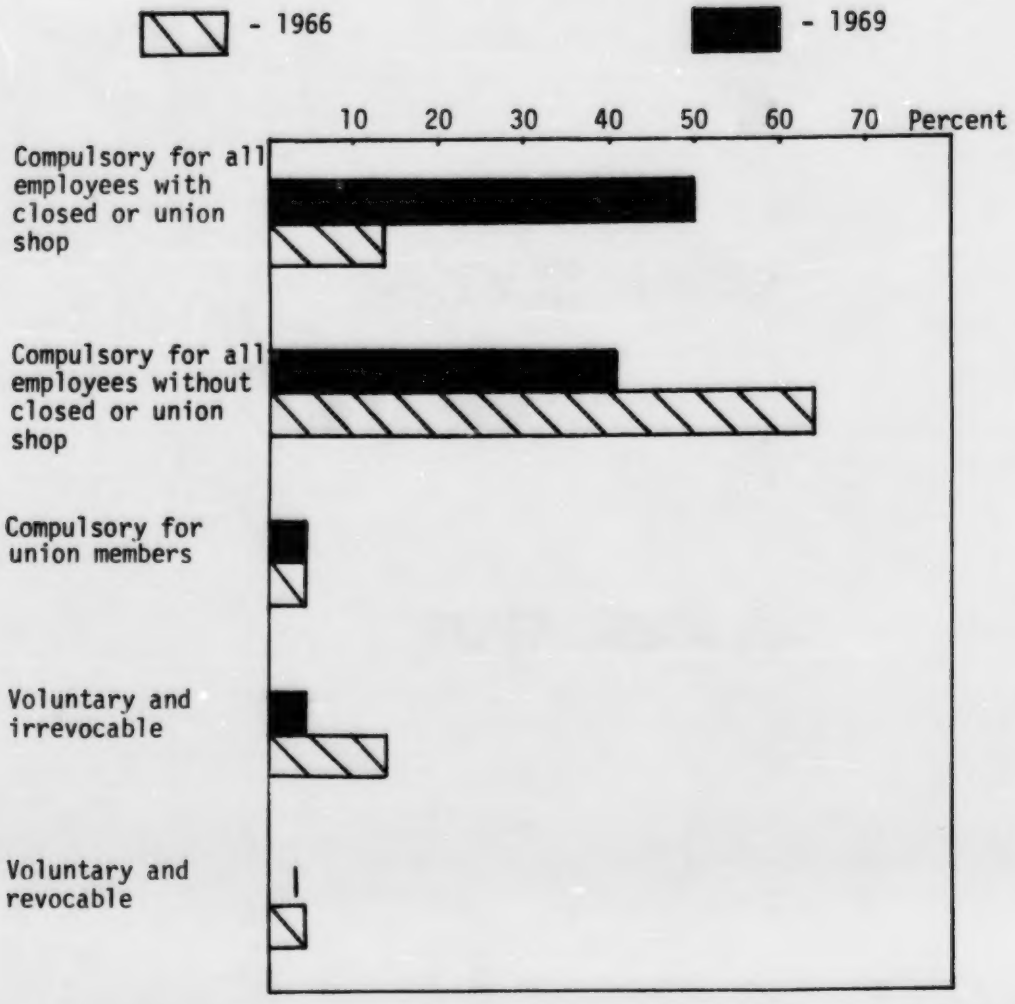


CHART 4: Seniority Recognition

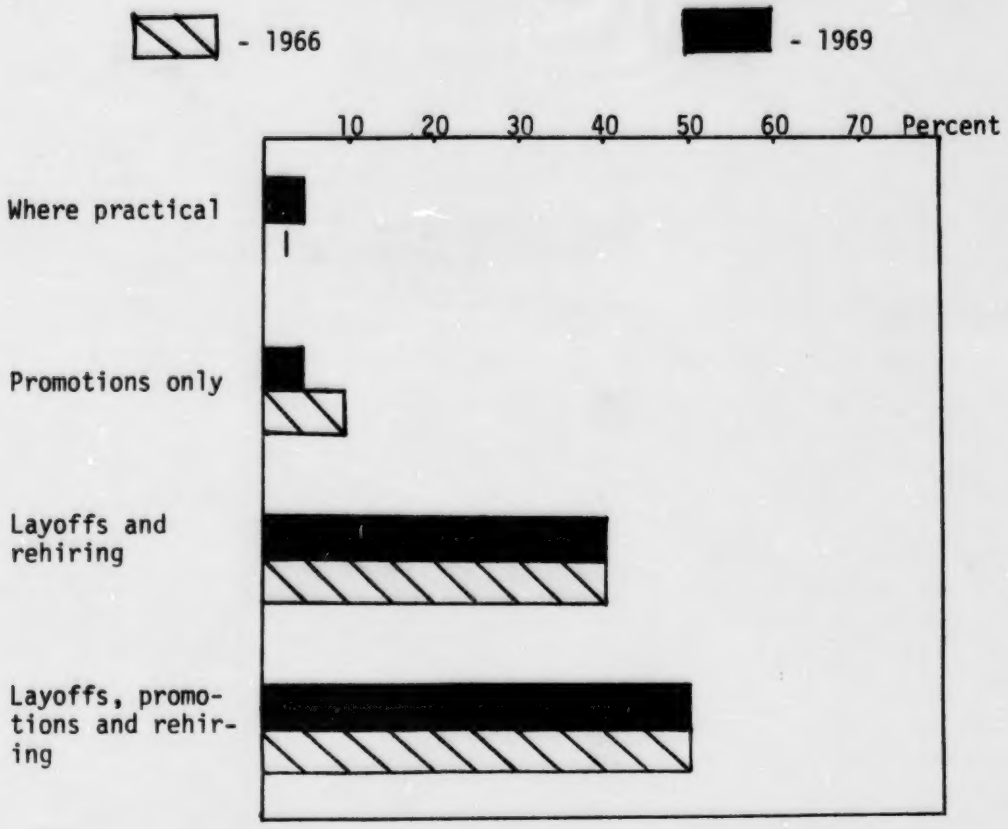


CHART 5: Seniority Unit

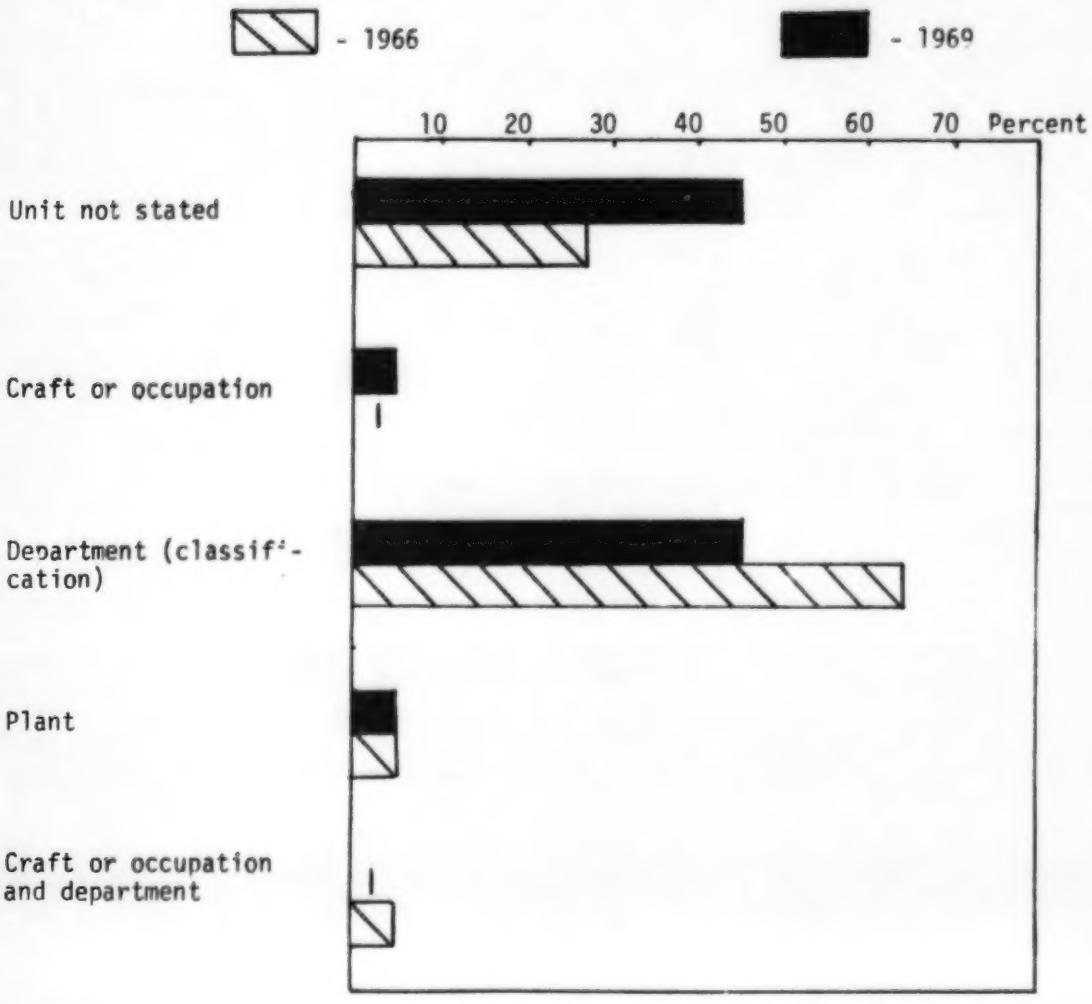


CHART 6: Permanent Employee Qualification

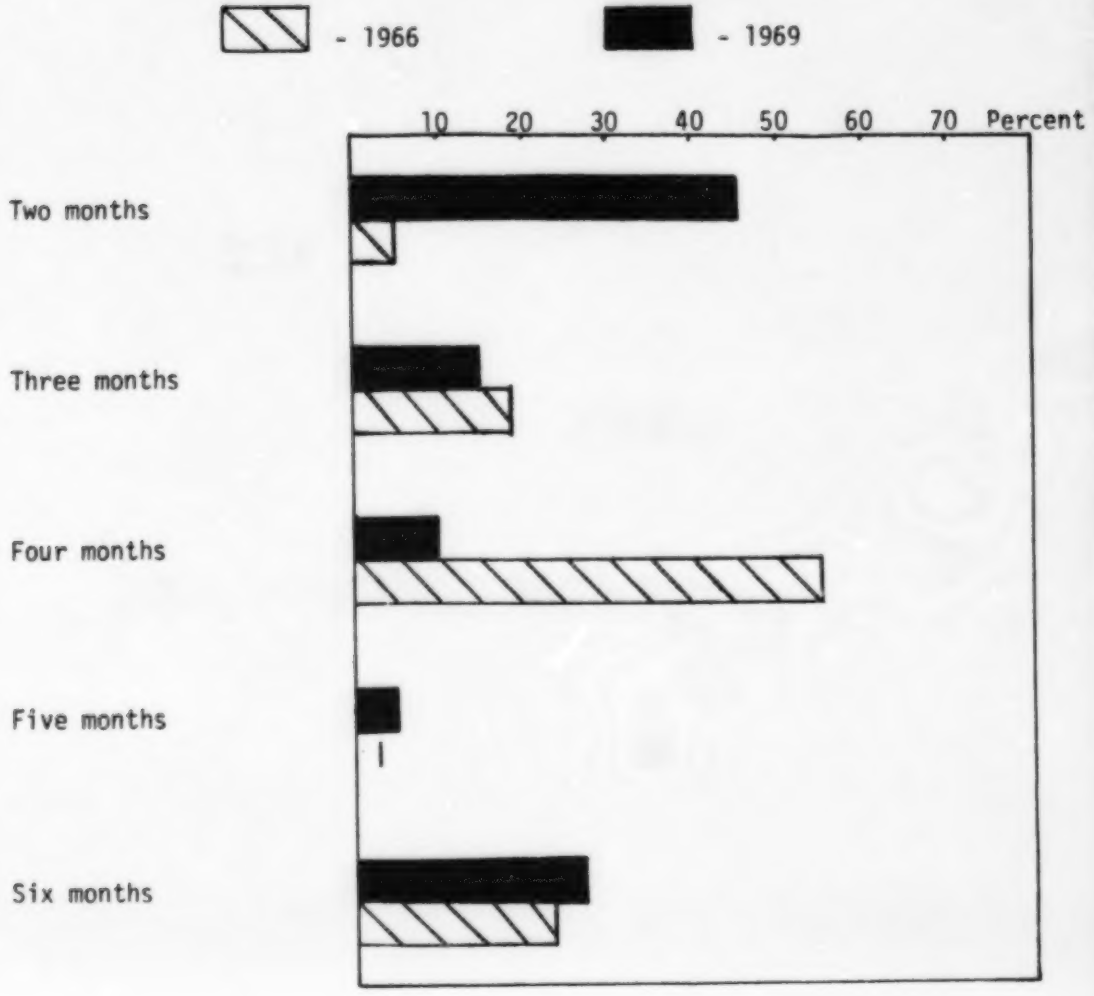


CHART 7: Grievance Procedure

Mode of Presentation

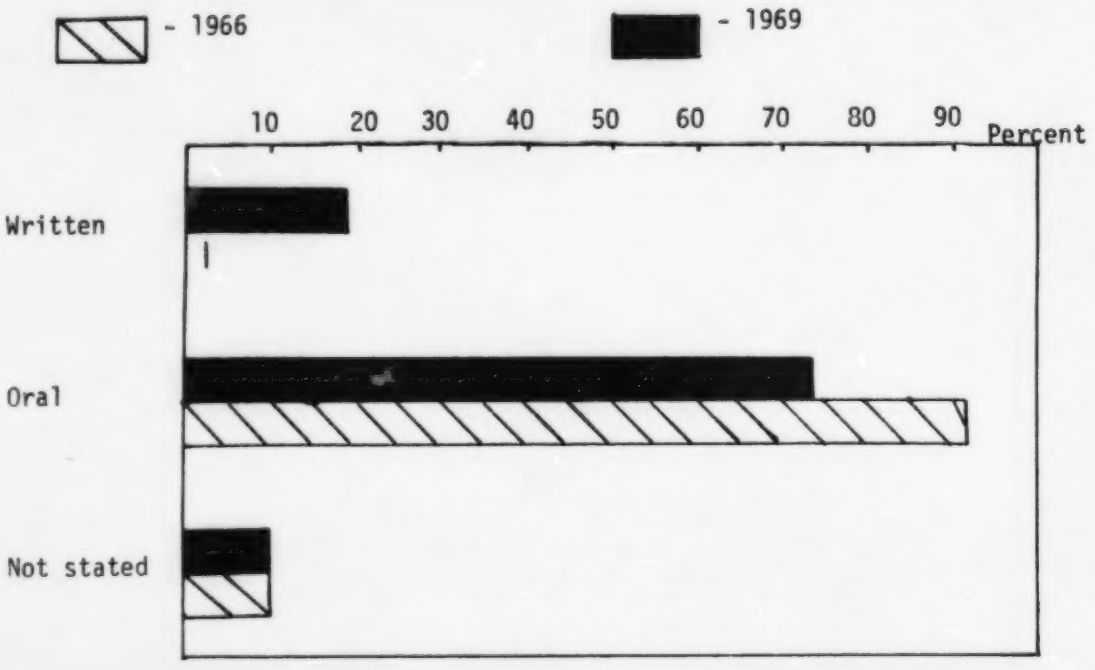


CHART 7: (cont'd) Grievance Procedure

Time Limit to Initiate Grievance

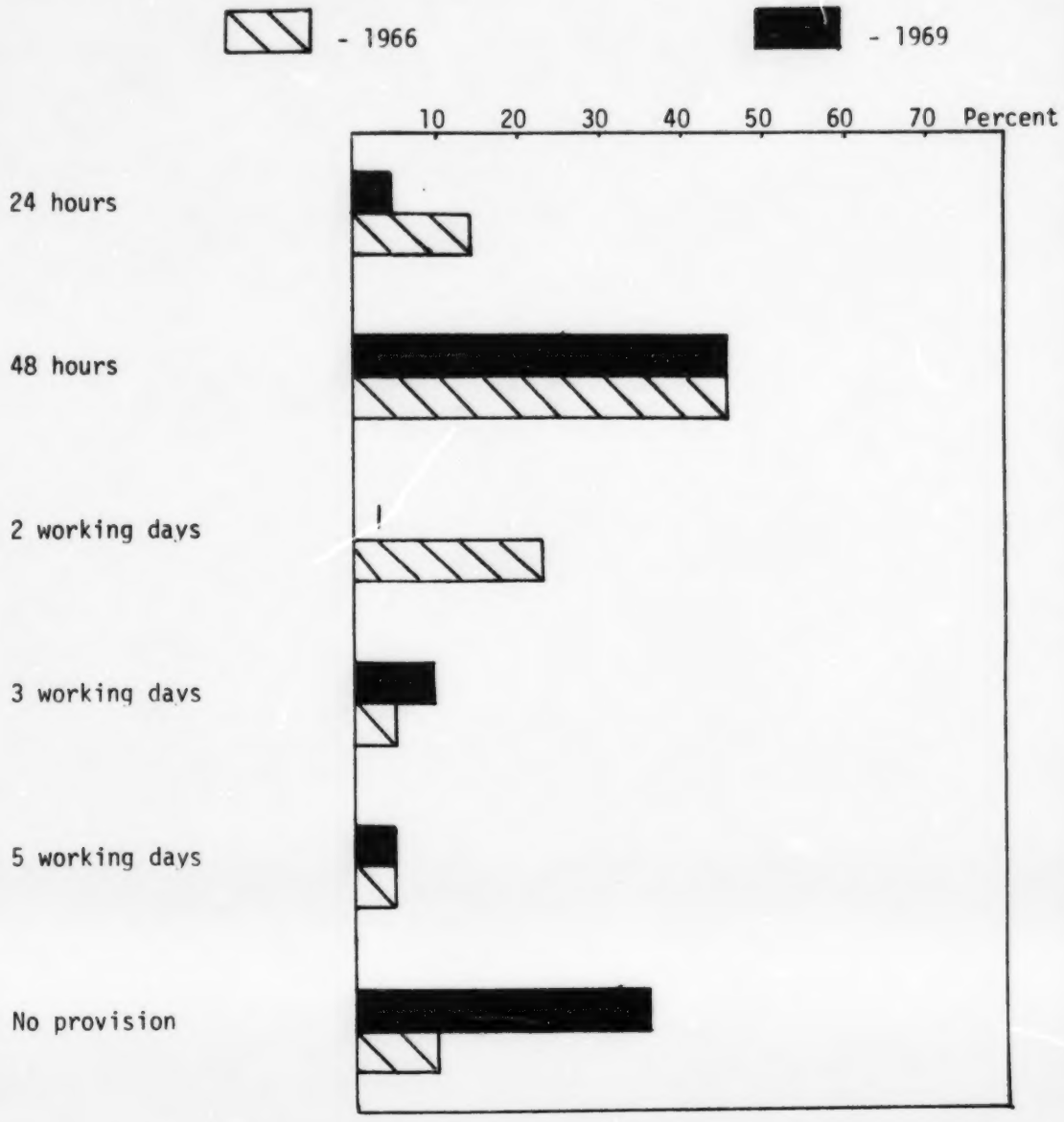


CHART 8: Application of Work Week

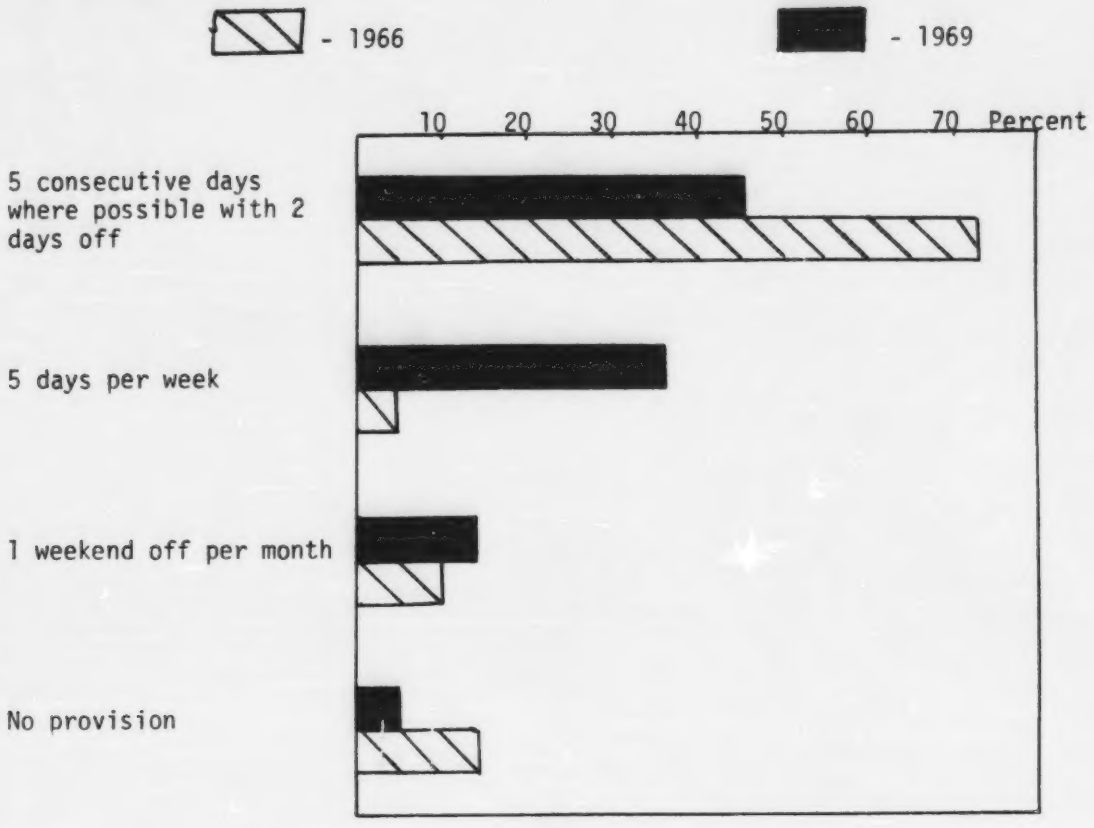


CHART 9: Overtime Rates

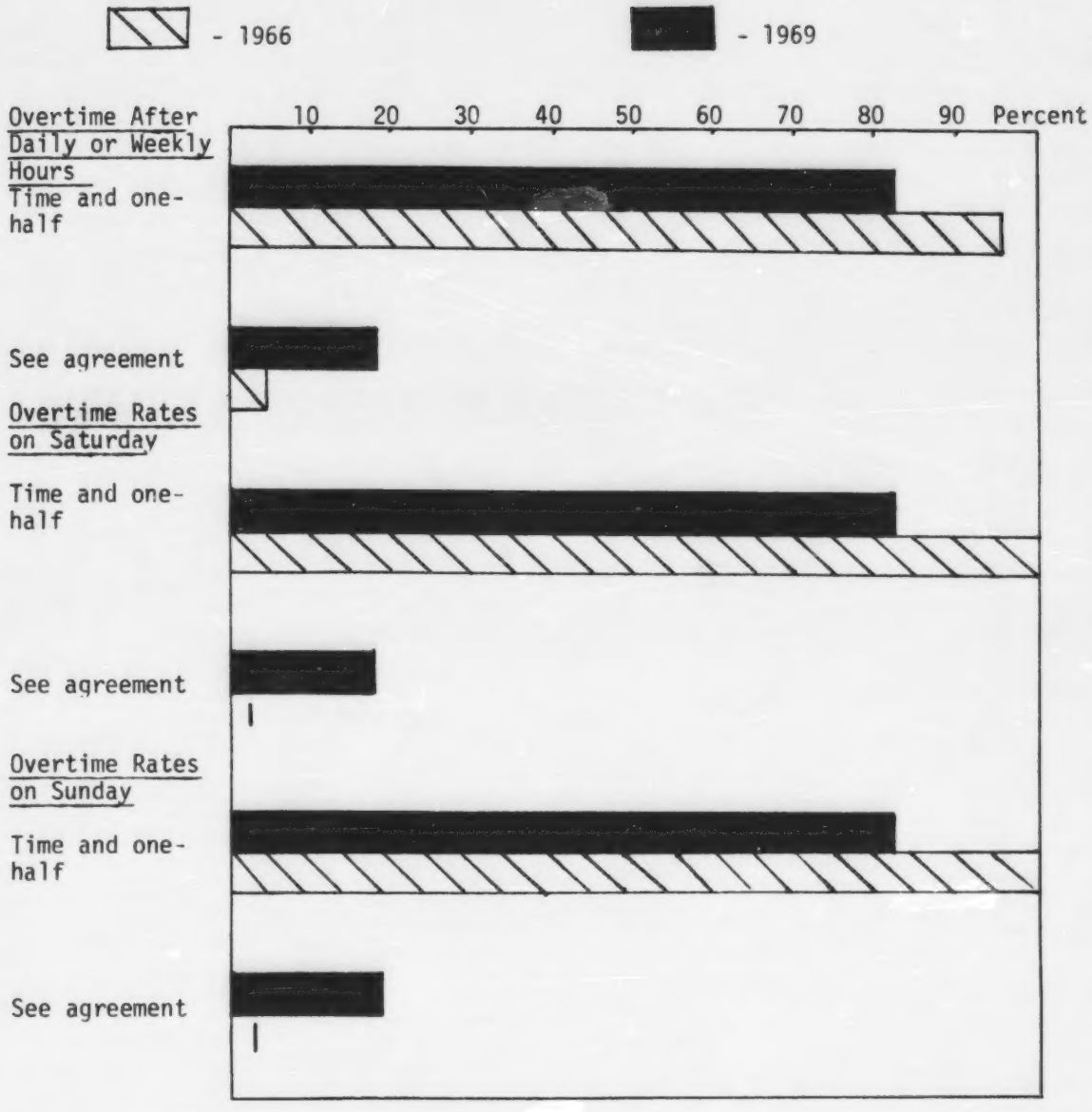


CHART 10: Paid Holidays Provisions

Requirements for Paid Statutory Holidays

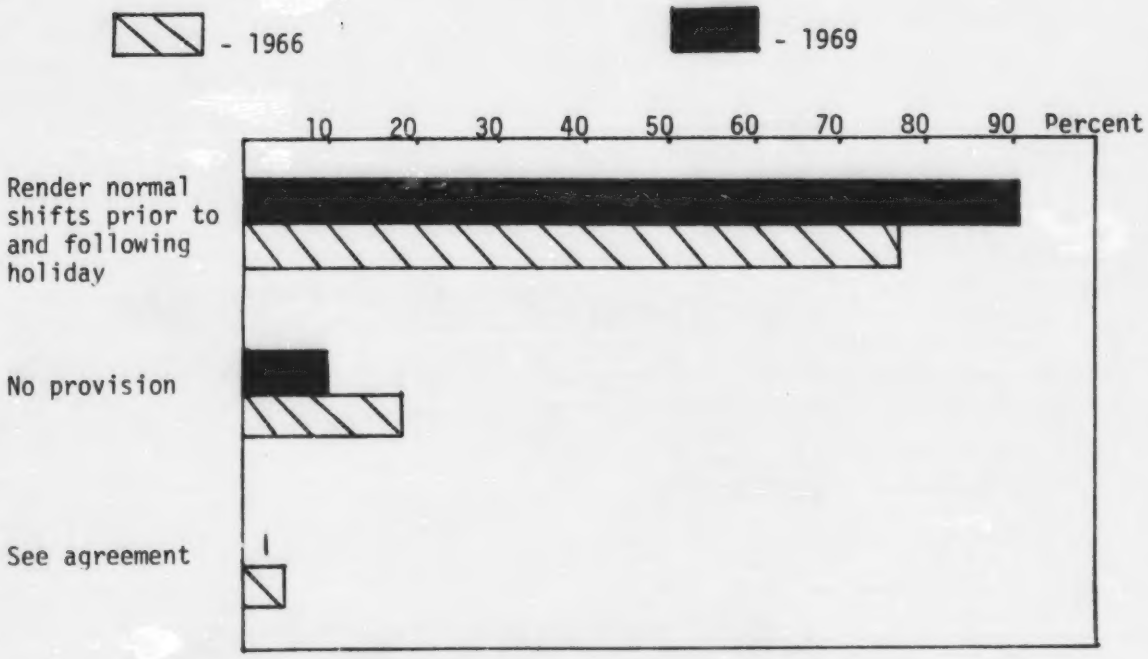


CHART 10: (cont'd) **Paid Holidays Provisions**

Paid Statutory Holidays

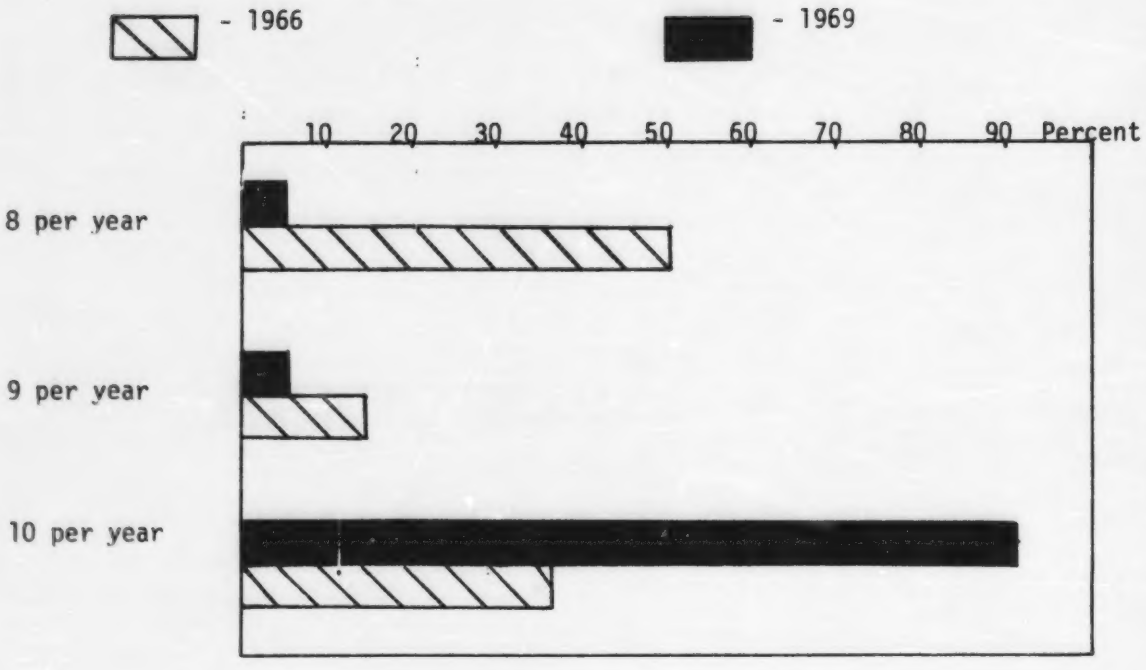


CHART 10: (cont'd) Paid Holidays Provisions

Pay Rates for Holidays Worked

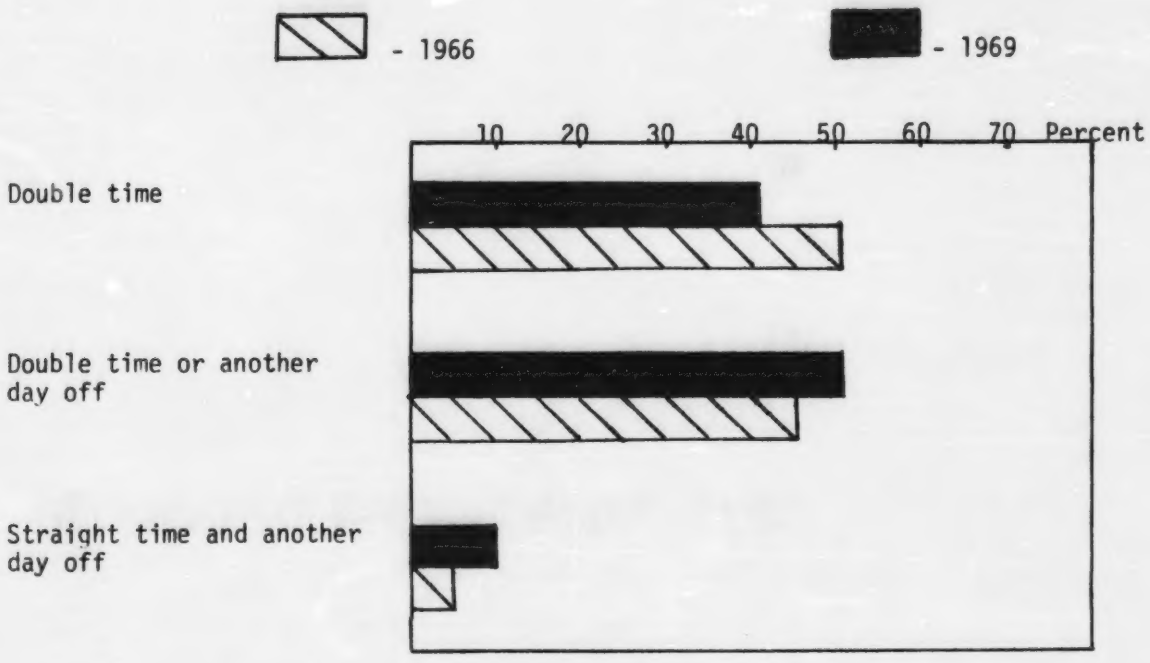


CHART 10: (cont'd) Paid Holidays Provisions

Provision for Paid Holidays During Vacation

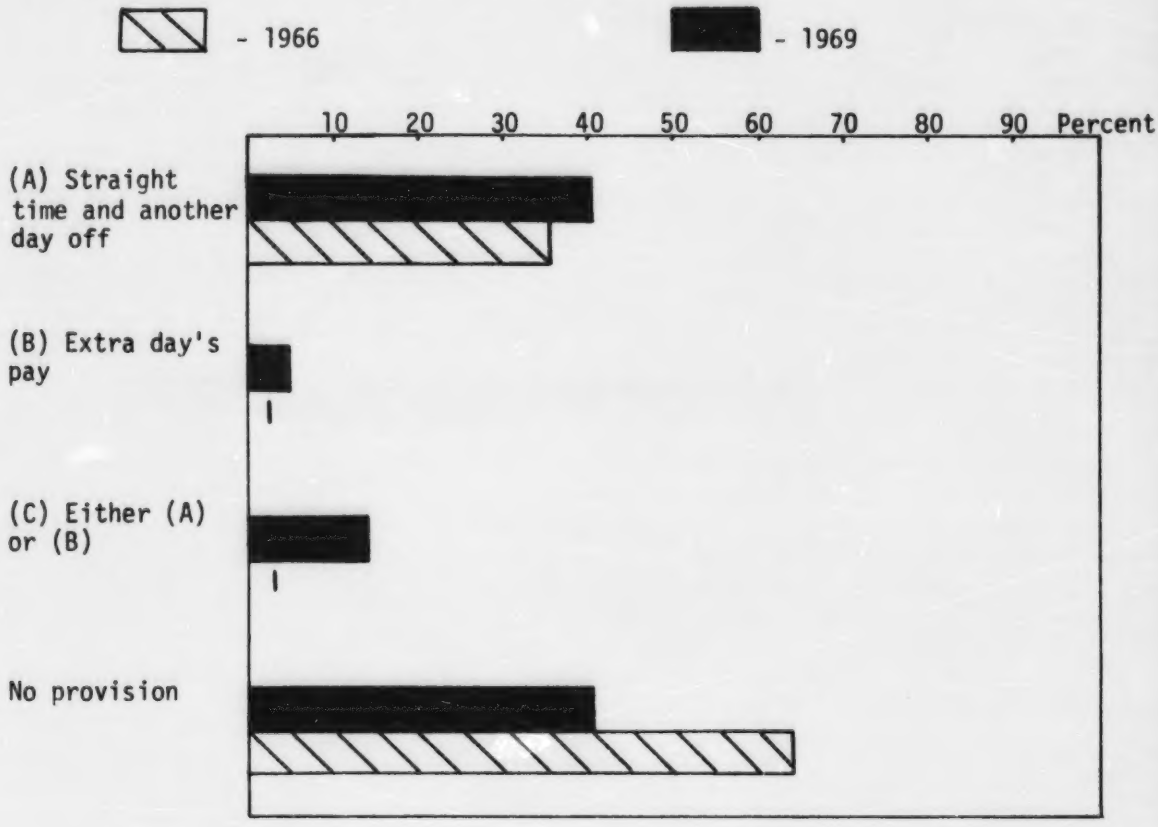


CHART 11: Paid Vacation

Paid Vacation - Two Weeks

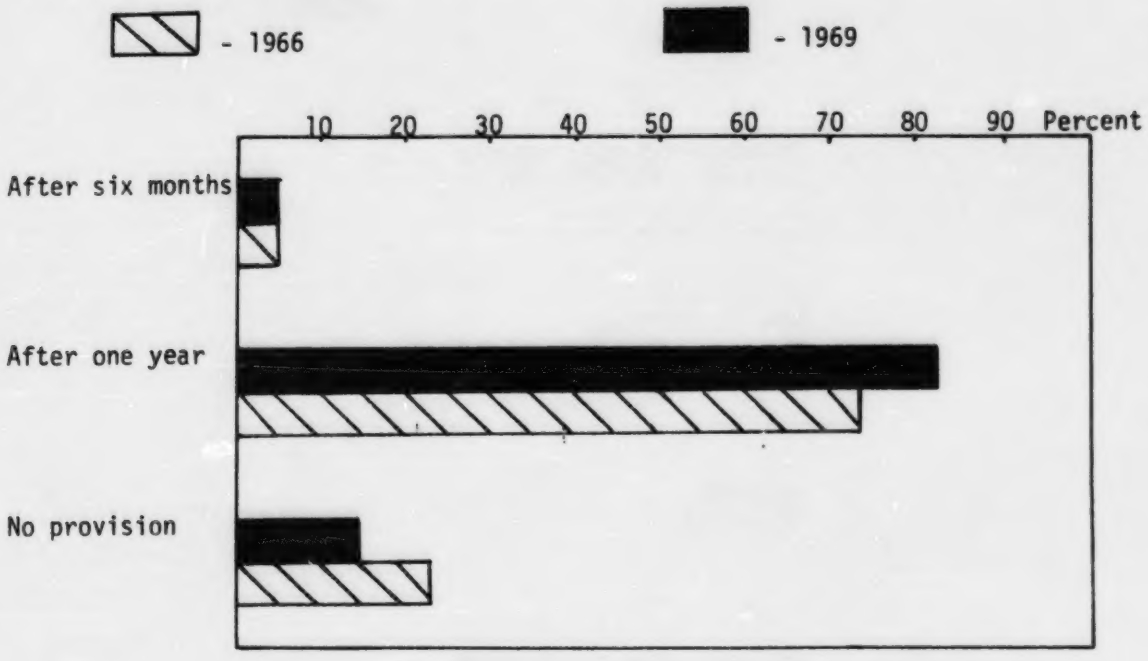


CHART 11: (cont'd) Paid Vacations

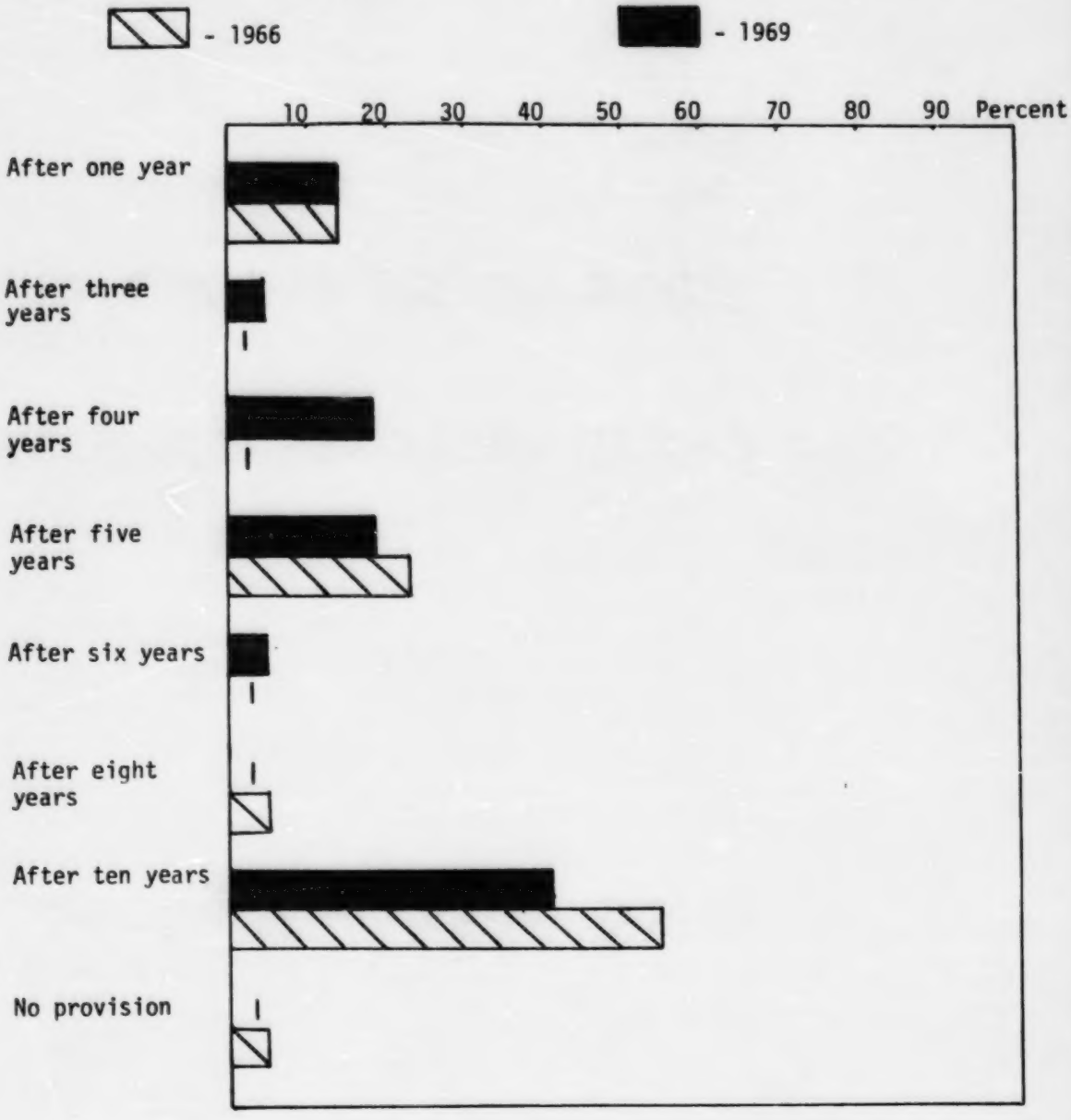


CHART 12: Industrial Safety

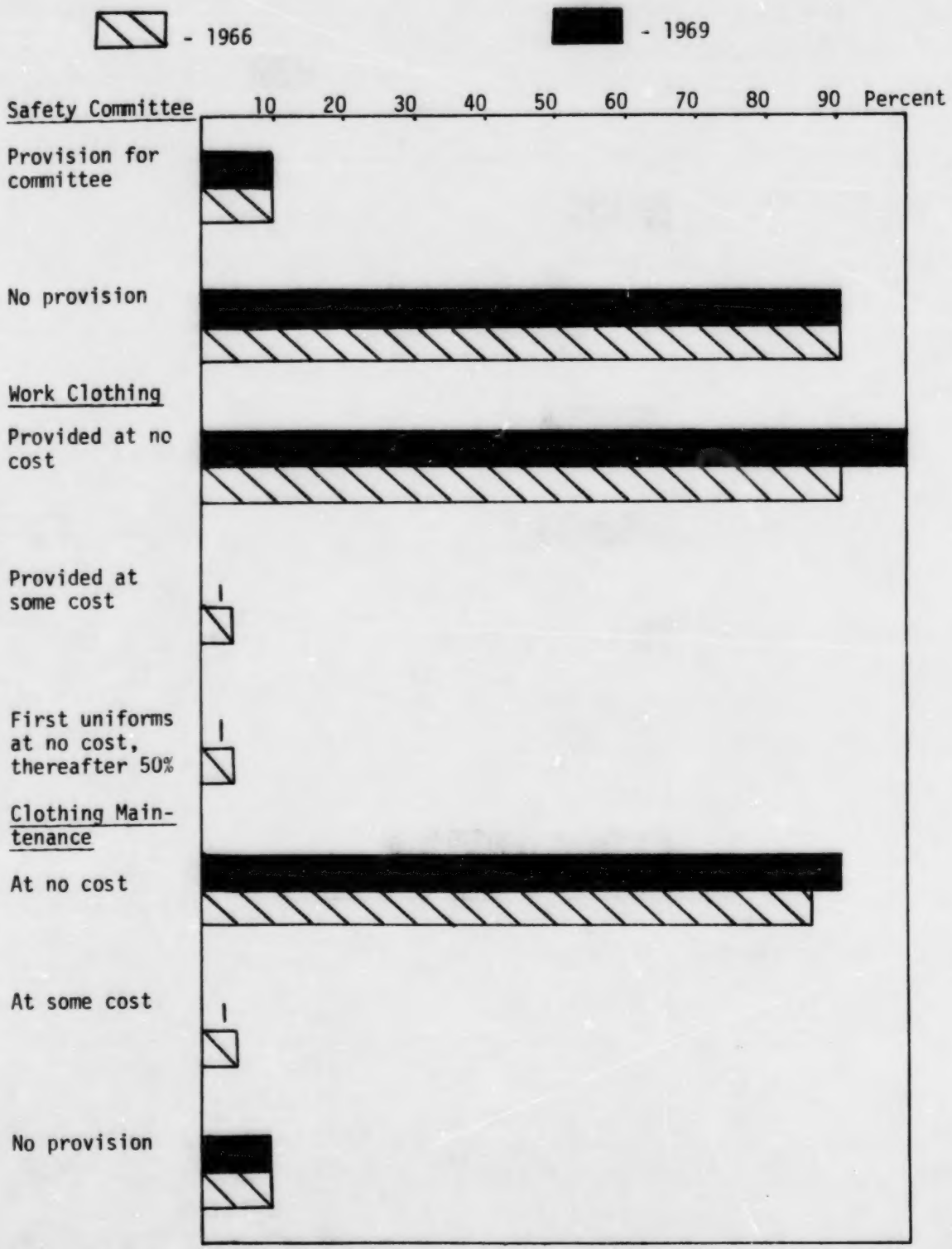
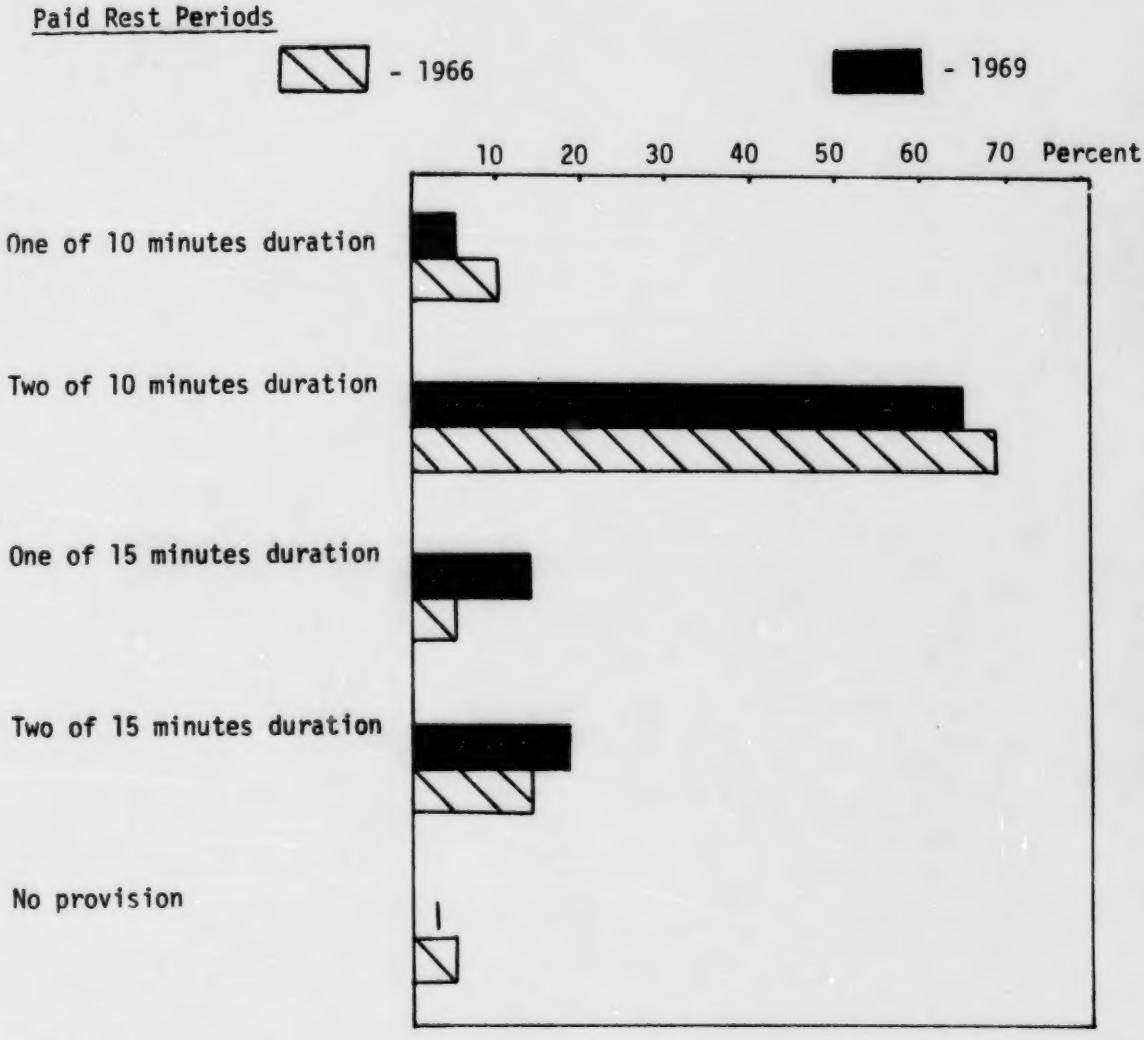


CHART 13: Fringe Benefits



NOTE: In both the 1966 Survey and the current surrvey the paid brereavement leave provision remains the same, 45.5 percent of the agreements provide for five days leave and 54.5 percent provide for three days leave.

CHART 13: (cont'd) Fringe Benefits

Notice of Layoff

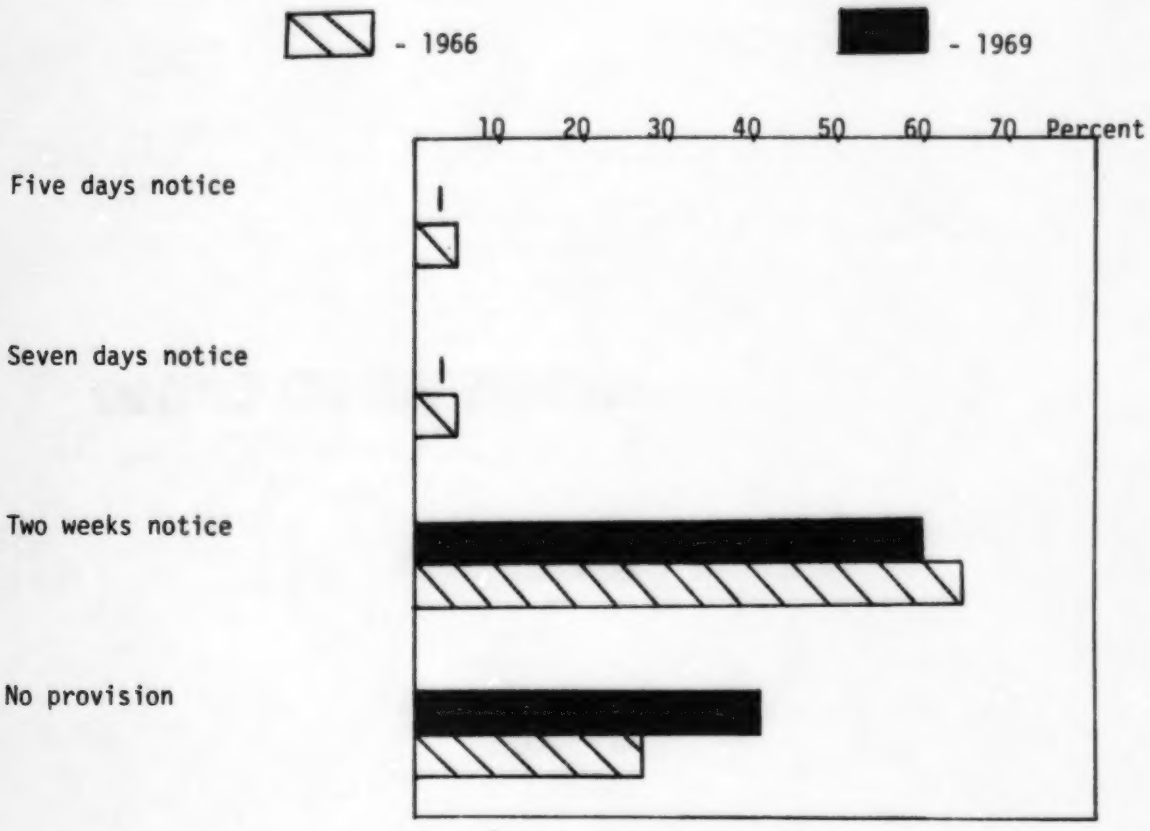


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave

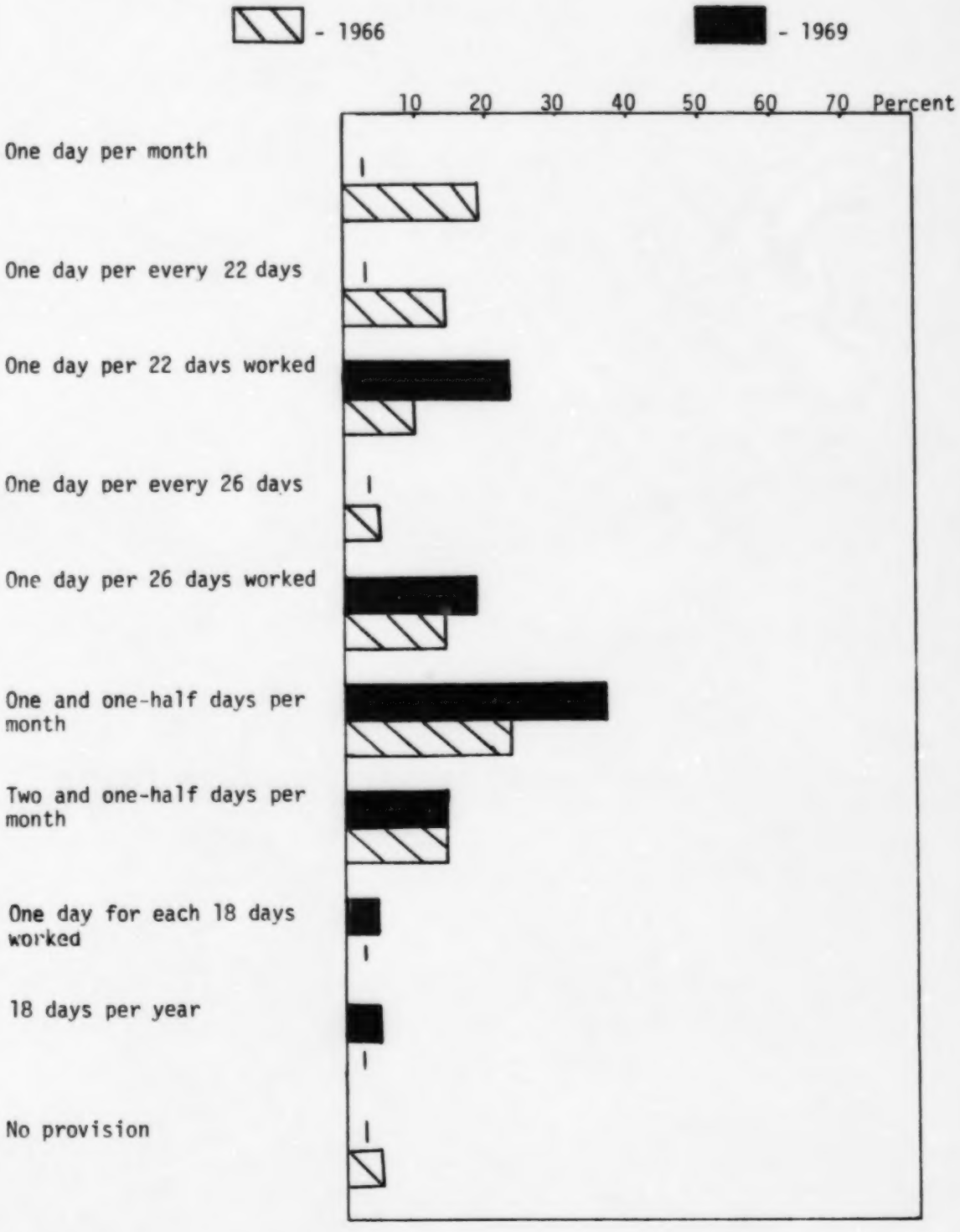


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave - Secondary Benefits

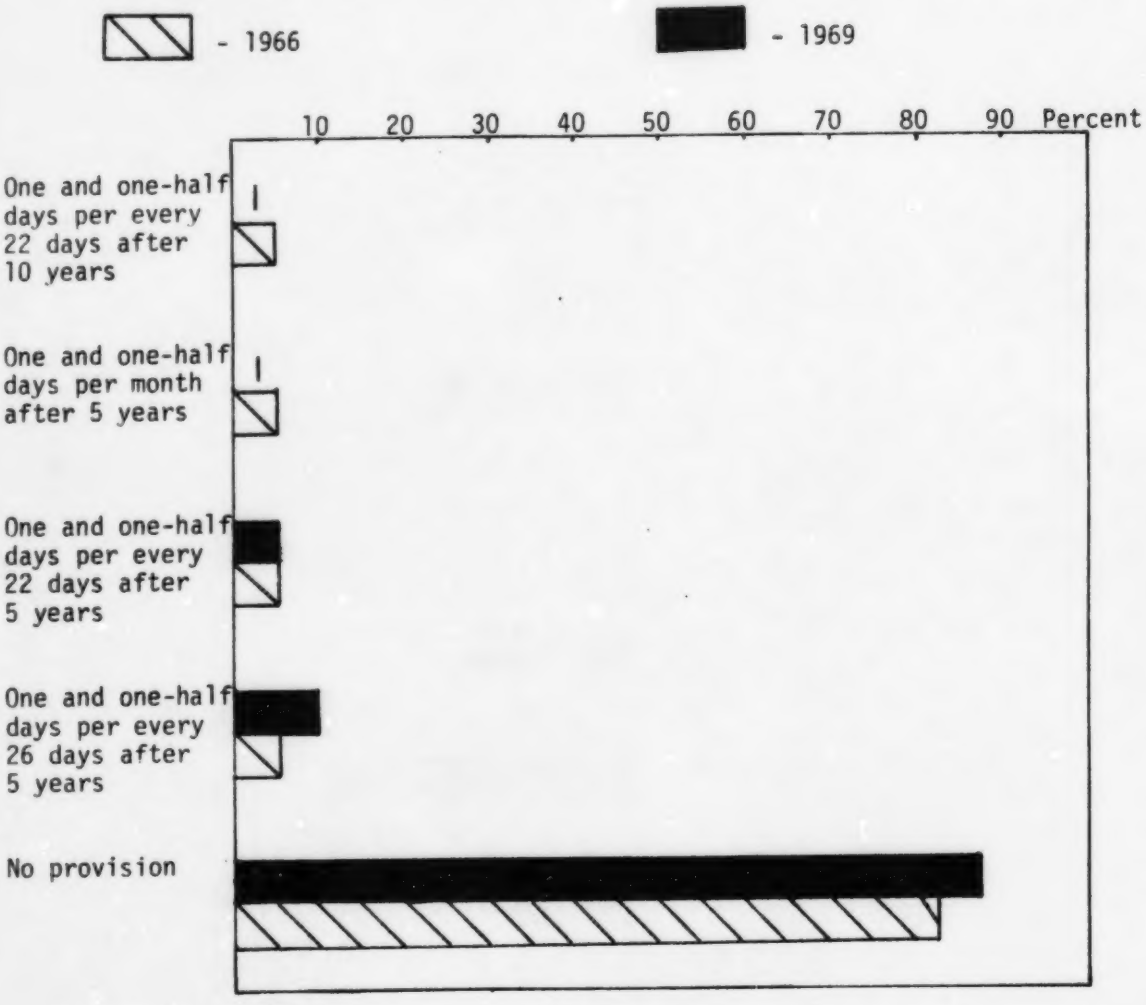


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave - Time Requisite

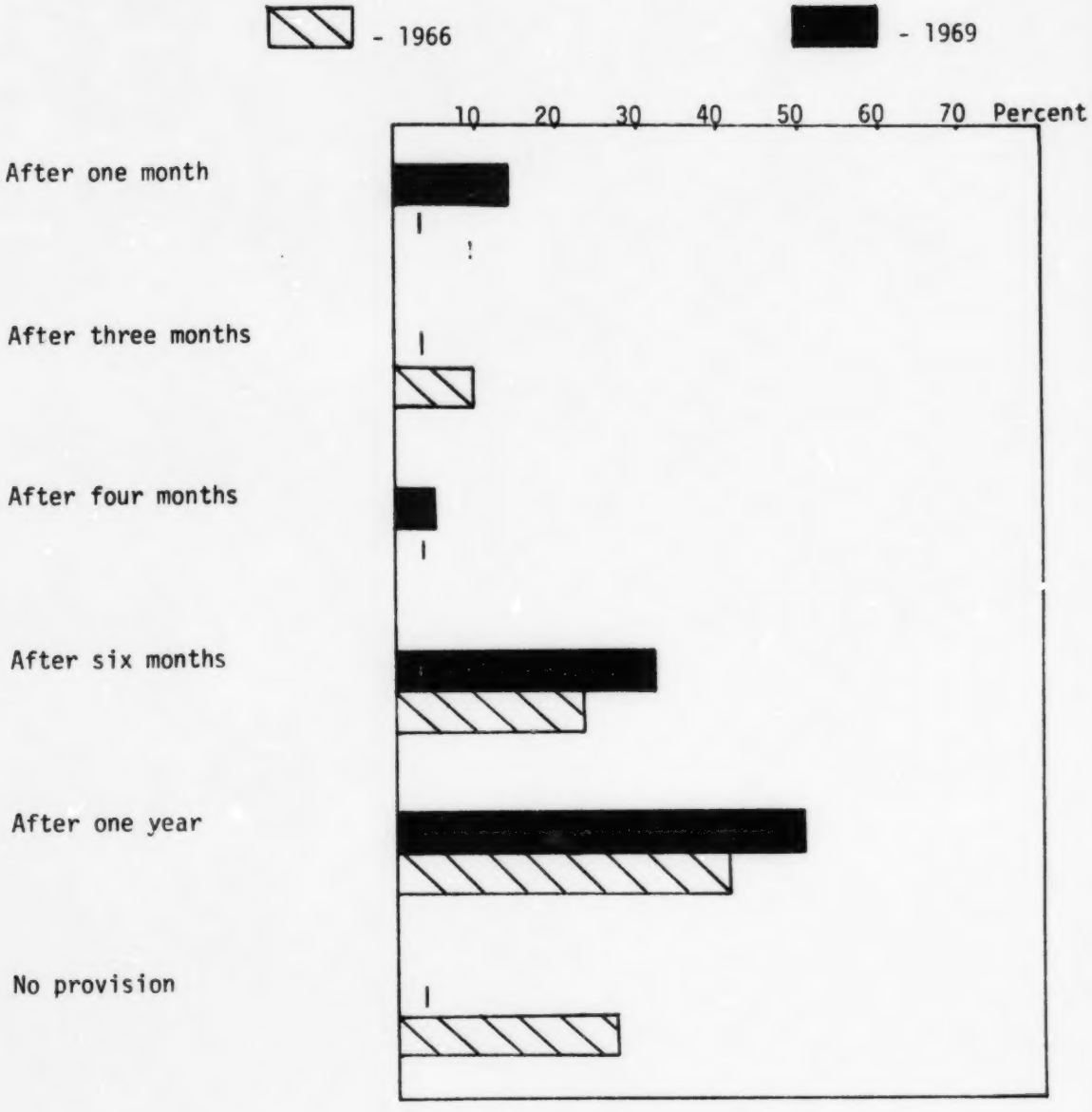


CHART 13: (cont'd) Fringe Benefits

Paid Sick Leave - Cumulative to

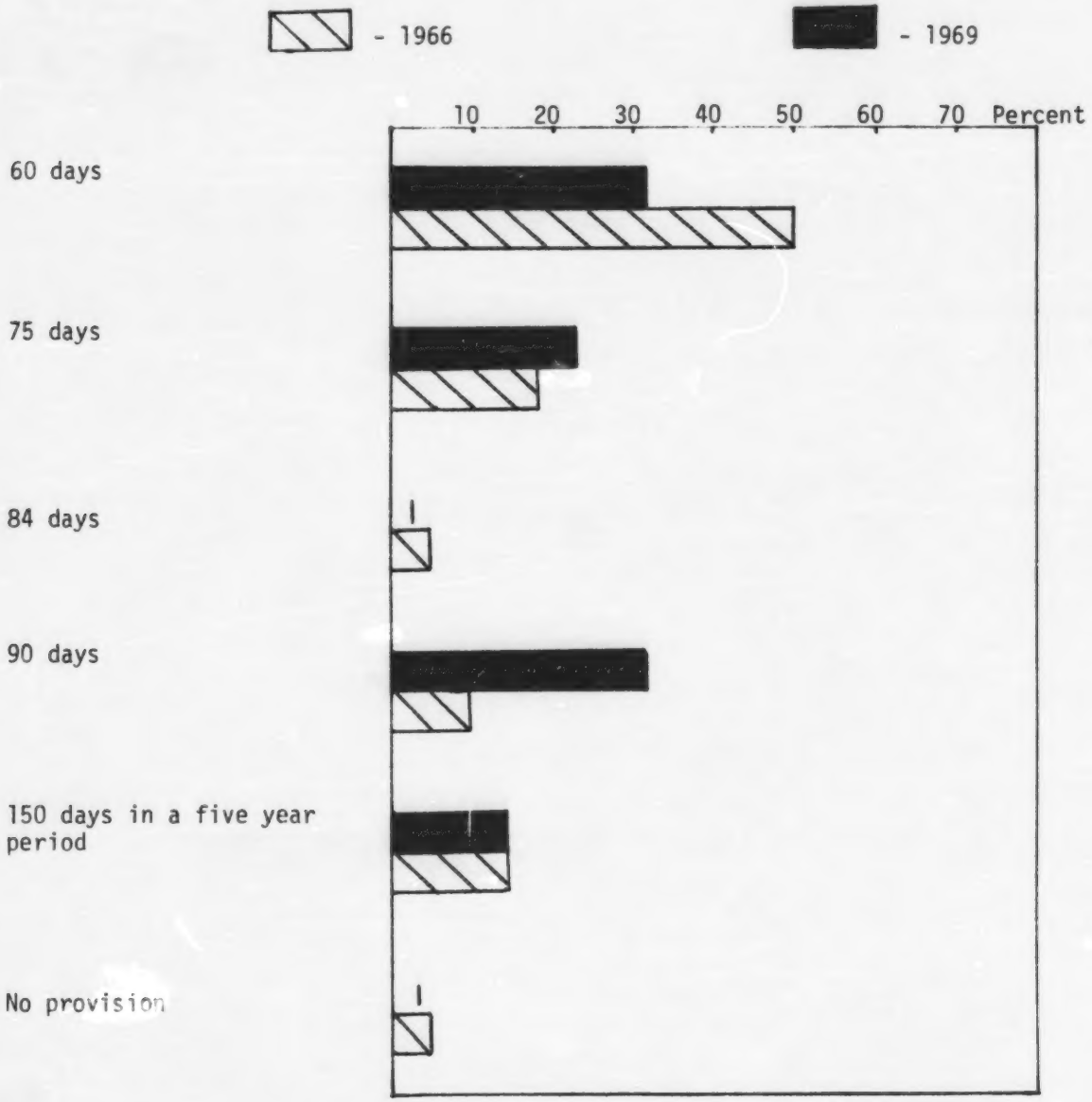


TABLE 1: TERM OF AGREEMENT

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
One year	-	-	-	-
More than one but less than two	1	4.5	66	5.8
Two years	21	95.5	1077	94.2
More than two but less than three	-	-	-	-
Three years	-	-	-	-
More than three years	-	-	-	-
TOTAL	22	100.0	1143	100.0

TABLE 2: SECURITY PROVISION

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Open shop	1	4.5	77	6.7
Closed shop	-	-	-	-
Union shop	11	50.0	448	39.2
Modified union shop	1	4.5	54	4.7
Rand formula	9	41.0	564	49.4
Preferential hiring only	-	-	-	-
Maintenance of membership for present and future members	-	-	-	-
See agreement	-	-	-	-
TOTAL	22	100.0	1143	100.0

TABLE 3: CHECK-OFF

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees with closed or union shop	11	50.1	448	39.2
Compulsory for all employees without closed or union shop	9	40.9	564	49.4
Compulsory for union members	1	4.5	77	6.7
Voluntary and irrevocable	1	4.5	54	4.7
Voluntary and revocable	-	-	-	-
Voluntary (revocability not mentioned)	-	-	-	-
Voluntary for old employees, compulsory for new	-	-	-	-
TOTAL	22	100.0	1143	100.0

TABLE 4: SENIORITY RECOGNITION

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Where practical	1	4.5	66	5.8
Layoffs only	-	-	-	-
Promotions only	1	4.5	18	1.6
Hiring only	-	-	-	-
Layoffs and promotions	-	-	-	-
Layoffs and rehiring	9	41.0	370	32.3
Promotion and rehiring	-	-	-	-
Layoffs, promotions, and rehiring	11	50.0	689	60.3
TOTAL	22	100.0	1143	100.0

TABLE 5: SENIORITY UNIT

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	10	45.5	644	56.3
Craft or occupation	1	4.5	54	37.9
Department (classification)	10	45.5	433	4.7
Plant	1	4.5	12	1.1
Craft or occupation and department	-	-	-	-
TOTAL	22	100.0	1143	100.0

TABLE 6: PERMANENT EMPLOYEE QUALIFICATION

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Two months	10	45.5	380	33.2
Three months	3	13.6	327	28.6
Four months	2	9.1	66	5.8
Five months	1	4.5	66	5.8
Six months	6	27.3	304	26.6
TOTAL	22	100.0	1143	100.0

TABLE 7: GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Method of Grievance Procedure				
Written	4	18.2	236	20.6
Oral	16	72.7	835	73.1
Filed	-	-	-	-
Not specifically stated	2	9.1	72	6.3
TOTAL	22	100.0	1143	100.0

TABLE 7: (cont'd) GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Length of Time to Initiate Grievance				
24 hours	1	4.5	48	4.2
48 hours	10	45.5	628	55.0
3 days	2	9.1	125	10.9
5 days	1	4.5	54	4.7
Not specifically stated	8	36.4	288	25.2
TOTAL	22	100.0	1143	100.0
Complainant's Status				
Suspended at discretion of employer, re-imbursement if exonerated	9	40.9	523	45.8
Appeal after dismissal where discharge is involved	-	-	-	-
No provision	13	59.1	620	54.2
TOTAL	22	100.0	1143	100.0

NOTE: All agreements call for a three member arbitration board.

TABLE 8: NORMAL WORK WEEK

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
40 hours (including one-half hour meal period)	17	77.3	851	74.5
37½ hours (excluding one-half hour meal period)	3	13.6	191	16.7
40 hours (including 20 minute meal period)	2	9.1	101	8.8
TOTAL	22	100.0	1143	100.0
Application of Work Week				
5 consecutive days where possible with 2 consecutive days off	10	45.5	488	42.7
5 days per week	8	36.4	262	22.9
1 weekend off per month	3	13.6	327	28.6
No provision	1	4.5	66	5.8
TOTAL	22	100.0	1143	100.0

TABLE 9: OVERTIME RATES

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime After Daily or Weekly Hours				
Straight time	-	-	-	-
Time and one-half	18	82.0	1007	88.1
Double time	-	-	-	-
See Agreement[1]	4	18.0	136	11.9
TOTAL	22	100.0	1143	100.0
Overtime Rates on Saturday				
Time and one-half	18	82.0	1007	88.1
Double time	-	-	-	-
See Agreement[1]	4	18.0	136	11.9
TOTAL	22	100.0	1143	100.0
Overtime Rates on Sunday				
Time and one-half	18	82.0	1007	88.1
Double time	-	-	-	-
See Agreement[1]	4	18.0	136	11.9
TOTAL	22	100.0	1143	100.0

1. All 22 agreements specify a premium rate of time and one-half for hours worked in excess of normal daily or weekly hours. Four agreements, in addition to this provision, provide for the choice of time and one-half or an amount of time off equal to the length of overtime worked, at the option of the employee. The same applies in these four agreements with regard to overtime worked on Saturday and Sunday.

TABLE 10: PAID HOLIDAYS PROVISIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Requirements for Paid Statutory Holidays				
Render normal shifts prior to and following holiday	20	90.9	1071	93.7
No provision	2	9.1	72	6.3
TOTAL	22	100.0	1143	100.0
Paid Statutory Holidays				
8 per year	1	4.5	47	4.1
9 per year	1	4.5	48	4.2
10 per year	20	91.0	1048	91.7
TOTAL	22	100.0	1143	100.0
Pay Rates for Holidays Worked				
Time and one-half	-	-	-	-
Double time	9	40.9	445	38.9
Double time or another day off	11	50.0	608	53.2
Double time and one-half	-	-	-	-
Triple time	-	-	-	-
Straight time and another day off	2	9.1	90	7.9
TOTAL	22	100.0	1143	100.0

TABLE 10: (cont'd) PAID HOLIDAYS PROVISIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for Paid Holidays During Vacation				
(a) Straight time and another day off	9	40.9	534	46.7
(b) Extra day's pay	1	4.5	48	4.2
(c) Either (a) or (b)	3	13.7	191	16.7
(d) No provision	9	40.9	370	32.4
TOTAL	22	100.0	1143	100.0
Paid Holiday Falling on Days Not Normally Worked				
Observe on following Monday proclaimed by government	17	77.3	960	84.0
Specific provision for no working day off with pay or no extra day's pay	-	-	-	-
Working day off with pay	1	4.5	54	4.7
Extra day's pay	1	4.5	66	5.8
No provision	3	13.7	63	5.5
TOTAL	22	100.0	1143	100.0

TABLE 11: PAID VACATIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Vacations - General				
Provision for one week only	-	-	-	-
Provision for more than one week	22	100.0	1143	100.0
No provision	-	-	-	-
TOTAL	22	100.0	1143	100.0
Paid Vacation - Two Weeks				
After six months	1	4.5	54	4.7
After one year	18	82.0	898	78.6
No provision	3	13.5	191	16.7
TOTAL	22	100.0	1143	100.0
Paid Vacation - Three Weeks				
After one year	3	13.5	191	16.7
After three years	1	4.5	66	5.8
After four years	4	18.3	337	29.5
After five years	4	18.3	131	11.4
After six years	1	4.5	48	4.2
After ten years	9	40.9	370	32.4
TOTAL	22	100.0	1143	100.0

TABLE 12: SHIFT PROVISION

PROVISION	AGREEMENT NO.	%	EMPLOYEES COVERED NO.	%
Regular pay plus $10.00 per month	2	9.1	35	3.1
Regular pay plus $1.00 per shift extra	1	4.5	10	0.9
Regular pay plus $1.00 per shift extra up to max. of $10.00	2	9.1	155	13.6
Regular pay plus $1.00 per shift extra up to max. of $12.00	1	4.5	172	15.0
No provision	16	72.8	771	67.4
TOTAL	22	100.0	1143	100.0

TABLE 13: INDUSTRIAL SAFETY

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Safety Committee				
Provision for committee	2	9.1	108	9.4
No provision	20	90.9	1035	90.6
TOTAL	22	100.0	1143	100.0
Physical examination	1	4.5	60	5.2
No provision	21	95.5	1083	94.8
TOTAL	22	100.0	1143	100.0
Work Clothing				
Provided at no cost	22	100.0	1143	100.0
Provided at some cost	-	-	-	-
TOTAL	22	100.0	1143	100.0
Clothing Maintenance				
At no cost	20	90.9	1077	94.2
At some cost	-	-	-	-
No provision	2	9.1	66	5.8
TOTAL	22	100.0	1143	100.0

TABLE 14: FRINGE BENEFITS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Bereavement Leave				
Three days leave	12	54.5	725	63.4
Five days leave	10	45.5	418	36.6
TOTAL	22	100.0	1143	100.0
Paid Rest Periods				
One of 10 minutes duration	1	4.5	18	1.6
Two of 10 minutes duration	14	63.7	876	76.6
One of 15 minutes duration	3	13.5	154	13.5
Two of 15 minutes duration	4	18.3	95	8.3
TOTAL	22	100.0	1143	100.0
Notice of Layoff				
Two weeks notice	13	59.1	820	71.7
No provision	9	40.9	323	28.3
TOTAL	22	100.0	1143	100.0
Medical Benefits	6	27.3	303	26.5
No provision	16	72.7	840	73.5
TOTAL	22	100.0	1143	100.0

TABLE 14: (cont'd) FRINGE BENEFITS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Employer contribution to welfare plan	7	31.7	275	24.1
No provision	15	68.3	868	75.9
TOTAL	22	100.0	1143	100.0
Unpaid maternity leave	4	18.3	117	10.2
No provision	18	81.7	1026	89.8
TOTAL	22	100.0	1143	100.0
Unpaid leave of absence (union business)	5	22.8	206	18.0
No provision	17	77.2	937	82.0
TOTAL	22	100.0	1143	100.0
Call-out Pay Guarantee				
Two hours	3	13.5	113	9.9
Three hours	1	4.5	66	5.8
No provision	18	82.0	964	84.3
TOTAL	22	100.0	1143	100.0
Job posting	4	18.0	131	11.5
No provision	18	82.0	1012	88.5
TOTAL	22	100.0	1143	100.0

TABLE 14: (cont'd) FRINGE BENEFITS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave				
One day per 22 days worked	5	22.8	261	22.8
One day per 26 days worked	4	18.3	109	9.5
One and one-half per month	8	36.4	498	43.6
Two and one-half days per month	3	13.5	191	16.7
One day for each 18 days worked	1	4.5	66	5.8
18 days per year	1	4.5	18	1.6
TOTAL	22	100.0	1143	100.0
Paid Sick Leave - Secondary Benefits				
One and one-half days per every 22 days after 5 years	1	4.5	62	5.4
One and one-half days per every 26 days after 5 years	2	9.1	95	8.3
No provision	19	86.4	986	86.3
TOTAL	22	100.0	1143	100.0

TABLE 14: (cont'd) FRINGE BENEFITS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Sick Leave - Time Requisite				
After one month	3	13.6	191	16.7
After four months	1	4.5	48	4.2
After six months	7	31.9	450	39.4
After one year	11	50.0	454	39.7
No provision	-	-	-	-
TOTAL	22	100.0	1143	100.0
Paid Sick Leave - Cumulative to				
60 days	7	31.9	276	24.1
75 days	5	22.7	217	19.0
90 days	7	31.9	459	40.2
150 days	3	13.5	191	16.7
TOTAL	22	100.0	1143	100.0

TABLE 15: LOWEST WAGE PAID

Male - $1.35
Female - $1.29

NOTE: The annual base wage increase for 1969 is 8.9 percent.

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Hospital	1969 Minimum	1969 Maximum
Job Classifications:- Halifax Region		
1. Chief Cook	355.00	370.00
2. Cook-1	-	288.00
3. Cook-2	-	350.00
4. Cook's Helper	242.00	257.00
5. Dietetic Aide	250.00	265.00
6. Dietetic Clerk	235.00	250.00
7. Dietetic Maids	210.00	225.00
8. Domestics	215.00	225.00
9. Female General Workers	215.00	230.00
10. General Maintenance Helper	300.00	315.00
11. General Maintenance Worker (skilled)	335.00	350.00
12. Housekeeping Maids	210.00	225.00
13. Housemother	240.00	255.00
14. Housemother (O.E.S.)	220.00	235.00
15. Laundress	-	242.00
16. Laundry Washer & Assistant Manager	290.00	305.00
17. Laundry Workers	235.00	245.00
18. Linen Room Supervisor	225.00	240.00
19. Male General Workers	235.00	248.00
20. Nursing Aide I (less than Grade IX)	220.00	235.00
21. Nursing Aide II Trained (minimum Grade IX)	245.00	260.00
22. Nursing Assistant	-	277.00
23. Nursing Orderly	-	311.00
24. Nursing Porter	235.00	250.00
25. Occupational Therapy Aides	-	288.00
26. Occupational Therapy Aides (untrained)	-	277.00
27. Orderlies-1	255.00	270.00
28. Orderlies-2	-	285.00
29. Presser	-	242.00
30. Seamstress	245.00	261.00

Hospital	1969 Minimum	Maximum
Job Classifications:- Halifax Region (Cont'd)		
31. Skilled labourer	-	333.00
32. Storekeeper	330.00	345.00
33. Stores Clerk	250.00	265.00
34. Tray Maids	215.00	225.00
35. Tray Supervisor	235.00	250.00
36. Utilities Worker (female)	-	242.00
37. Utility Man (A)	294.00	302.00
38. Utility Man (B)	255.00	264.50
39. Waitress	215.00	225.00
40. Washman	282.50	302.50
41. Watchman	295.00	315.00

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Hospital	1969 Minimum	1969 Maximum
Job Classifications:- Cape Breton Region		
1. Baker's and Cook's Helpers	229.20	238.20
2. Boiler Attendant	345.00	355.00
3. Cook	332.00	342.00
4. Cook-2	260.00	270.00
5. Cook-3	230.00	240.00
6. Pastry Cook	225.00	235.00
7. Dietary	205.00	215.00
8. Domestics	220.00	230.00
9. Elevator Operator	205.00	215.00
10. General Service Assistant (assistant housekeeper)	208.00	218.00
11. General Utility	225.00	235.00
12. Head (tray maid, domestic, laundry worker, waitress)	235.00	245.00
13. Heavy Housecleaner	218.33	228.33
14. Housekeeping Helper	205.00	215.00
15. Kitchen Orderlies	235.00	245.00
16. Laundry Workers	220.00	230.00
17. Maintenance Men	330.60	340.60
18. Seamstress	226.00	236.00
19. Sewing Room Helper	210.00	220.00
20. Tray Maids	235.00	245.00
21. Waitress	235.00	235.00
22. Washer (laundry)	285.00	295.00
23. Watchman	255.00	265.00

SALARY RANGES FOR NOVA SCOTIA HOSPITALS

Hospital	1969 Minimum	1969 Maximum
Job Classifications:- Remainder of Nova Scotia		
1. Caretaker	250.00	270.00
2. Cook-2	-	240.00
3. Cook - A	325.00	325.00
4. Cook - B	250.00	250.00
5. Cook - C	220.00	220.00
6. Cook - D	215.00	215.00
7. Cook Assistants - A	268.00	273.00
8. Cook Assistants - B	220.00	220.00
9. Cook Assistants - C	215.00	215.00
10. Dietary Cook	330.00	374.00
11. C.S.R. Aides	220.00	220.00
12. Dietary Helper (Male and Female)	210.00	225.00
13. General Male Worker I	240.00	240.00
14. General Male Worker II	250.00	250.00
15. General Maintenance Man	340.00	370.00
16. General Utility Man	230.00	260.00
17. General Worker - Female	210.00	210.00
18. Housekeeping Aides	210.00	225.00
19. Housemother	210.00	210.00
20. Laundry Washman	255.00	270.00
21. Laundry Washer	302.50	319.00
22. Laundry Workers	211.50	227.50
23. Linen Mender	220.00	220.00
24. Maid I - Laundry	-	235.00
25. Maids I	200.00	200.00
26. Maids II	210.00	217.50
27. Orderlies I (P.E.)	288.00	288.00
28. Orderlies II (N.E.)	260.00	260.00
29. Seamstress	225.00	245.00
30. Serving Room (helper)	220.00	240.00

Hospital	1969 Minimum	Maximum
Job Classifications:- Remainder of Nova Scotia (Cont'd)		
31. Storekeeper	270.00	270.00
32. Telephone Operators	225.00	245.00
33. Utility	-	235.00
34. Utility I General Maintenance - A	400.00	400.00
35. Utility I General Maintenance - B	285.00	285.00
36. Utility I General Maintenance - C	240.00	240.00
37. Ward Nursing Aides	265.00	265.00

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Collective Agreement Survey - Building Trades of the Construction Industry - 1969. (1969)
2. Collective Agreement Survey - Hospitals - 1969. (1969)
3. Collective Agreement Survey - Manufacturing Industry - 1969. (1969)
4. Handbook on Labour Unions in Nova Scotia - 1969. (1969)
5. Labour Legislation in Nova Scotia - 1969. (1969)
6. Labour Organization in Nova Scotia - 1968-1969. (1969)
7. Nova Scotia Apprenticeship Statistics - 1969. (1969)
8. Nova Scotia Department of Labour Annual Report - 1968. (1969)
9. Pilot Survey - Small Firm Wage Rates, Salaries and Hours of Labour, Nova Scotia - 1968. (1969)
10. 1968 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1969)
11. Trends in Wages by Industry for Nova Scotia 1961 to 1967. (1968)
12. Working Conditions in Nova Scotia - 1967. (1968)
13. The Nova Scotia Department of Labour. (1967)
14. Technological Change Provisions in the Manufacturing Industry in Nova Scotia. (1967)
15. Chart Analysis of Manpower Training Requirements for Nova Scotia 1970 and 1975. (1966)
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